

WHAT IS CLAIMED IS:

- 1 1. A method for analyzing attrition risk for employees, said
2 method comprising:
3 receiving risk planning factor data from a user, the
4 planning factor data corresponding to one or more
5 employees;
6 storing the risk planning factor data in employee profile
7 data areas, wherein each employee profile data area
8 corresponds to one of the employees;
9 retrieving actual employment data for each of the employees
10 in the employee profile data areas; and
11 analyzing attrition risk for one or more of the employees
12 using the risk planning factor data and the actual
13 employment data.
- 1 2. The method as described in claim 1 further comprising:
2 retrieving motivators and inhibitors included with the risk
3 planning data corresponding to the employees;
4 calculating a flight risk based on the motivators and
5 inhibitors;
6 retrieving contribution data included with the actual
7 employment data corresponding to the employees; and
8 assigning a risk quadrant from a plurality of risk
9 quadrants to each of the employees based on the flight
10 risk and contribution corresponding to each employee.
- 1 3. The method as described in claim 2 further comprising:
2 displaying a summary corresponding to each risk quadrant.
- 1 4. The method as described in claim 3 further comprising:

2 displaying a plurality of groupings;
3 receiving a risk quadrant selection and a grouping
4 selection from the user;
5 summarizing employee profile data assigned to the selected
6 risk quadrant using the selected grouping creating a
7 second summary; and
8 displaying the second summary.

1 5. The method as described in claim 3 further comprising:
2 selecting one of the risk quadrants;
3 determining whether incentives are desired for one or more
4 selected employees in the selected risk quadrant; and
5 modifying incentive data included in employee profile data
6 areas corresponding to the selected employees.

1 6. The method as described in claim 5 further comprising:
2 reassigning the risk quadrants for the employees in
3 response to the modified incentive data; and
4 displaying a second summary corresponding to each risk
5 quadrant.

1 7. The method as described in claim 1 further comprising:
2 identifying one or more employees with a high contribution
3 level and a high attrition risk;
4 displaying the identified employees to the user;
5 determining whether to provide incentives to one or more of
6 the identified employees; and
7 revising incentive planning data corresponding to one or
8 more identified employees in response to the
9 determination.

1 8. An information handling system comprising:
2 one or more processors;
3 a memory accessible by the processors;
4 one or more nonvolatile storage devices accessible by the
5 processors; and
6 an attrition risk tool to analyze attrition risk of
7 employees, the attrition risk tool including:
8 means for receiving risk planning factor data from a
9 user, the planning factor data corresponding to
10 one or more employees;
11 means for storing the risk planning factor data in
12 employee profile data areas, wherein each
13 employee profile data area corresponds to one of
14 the employees;
15 means for retrieving actual employment data for each
16 of the employees in the employee profile data
17 areas; and
18 means for analyzing attrition risk for one or more of
19 the employees using the risk planning factor data
20 and the actual employment data.

1 9. The information handling system as described in claim 8
2 further comprising:
3 means for retrieving motivators and inhibitors included
4 with the risk planning data corresponding to the
5 employees;
6 means for calculating a flight risk based on the motivators
7 and inhibitors;

8 means for retrieving contribution data included with the
9 actual employment data corresponding to the employees;
10 and

11 means for assigning a risk quadrant from a plurality of
12 risk quadrants to each of the employees based on the
13 flight risk and contribution corresponding to each
14 employee.

1 10. The information handling system as described in claim 9
2 further comprising:

3 means for displaying a summary corresponding to each risk
4 quadrant.

1 11. The information handling system as described in claim 10
2 further comprising:

3 means for displaying a plurality of groupings;

4 means for receiving a risk quadrant selection and a
5 grouping selection from the user;

6 means for summarizing employee profile data assigned to the
7 selected risk quadrant using the selected grouping
8 creating a second summary; and

9 means for displaying the second summary.

1 12. The information handling system as described in claim 10
2 further comprising:

3 means for selecting one of the risk quadrants;

4 means for determining whether incentives are desired for
5 one or more selected employees in the selected risk
6 quadrant; and

7 means for modifying incentive data included in employee
8 profile data areas corresponding to the selected
9 employees.

- 1 13. The information handling system as described in claim 8
2 further comprising:
3 means for identifying one or more employees with a high
4 contribution level and a high attrition risk;
5 means for displaying the identified employees to the user;
6 means for determining whether to provide incentives to one
7 or more of the identified employees; and
8 means for revising incentive planning data corresponding to
9 one or more identified employees in response to the
10 determination.

- 1 14. A computer program product stored in a computer operable
2 media for analyzing employee attrition risk, said computer
3 program product comprising:
4 means for receiving risk planning factor data from a user,
5 the planning factor data corresponding to one or more
6 employees;
7 means for storing the risk planning factor data in employee
8 profile data areas, wherein each employee profile data
9 area corresponds to one of the employees;
10 means for retrieving actual employment data for each of the
11 employees in the employee profile data areas; and
12 means for analyzing attrition risk for one or more of the
13 employees using the risk planning factor data and the
14 actual employment data.

1 15. The computer program product as described in claim 14
2 further comprising:
3 means for retrieving motivators and inhibitors included
4 with the risk planning data corresponding to the
5 employees;
6 means for calculating a flight risk based on the motivators
7 and inhibitors;
8 means for retrieving contribution data included with the
9 actual employment data corresponding to the employees;
10 and
11 means for assigning a risk quadrant from a plurality of
12 risk quadrants to each of the employees based on the
13 flight risk and contribution corresponding to each
14 employee.

1 16. The computer program product as described in claim 15
2 further comprising:
3 means for displaying a summary corresponding to each risk
4 quadrant.

1 17. The computer program product as described in claim 16
2 further comprising:
3 means for displaying a plurality of groupings;
4 means for receiving a risk quadrant selection and a
5 grouping selection from the user;
6 means for summarizing employee profile data assigned to the
7 selected risk quadrant using the selected grouping
8 creating a second summary; and
9 means for displaying the second summary.

- 1 18. The computer program product as described in claim 16
2 further comprising:
3 means for selecting one of the risk quadrants;
4 means for determining whether incentives are desired for
5 one or more selected employees in the selected risk
6 quadrant; and
7 means for modifying incentive data included in employee
8 profile data areas corresponding to the selected
9 employees.
- 1 19. The computer program product as described in claim 18
2 further comprising:
3 means for reassigning the risk quadrants for the employees
4 in response to the modified incentive data; and
5 means for displaying a second summary corresponding to each
6 risk quadrant.
- 1 20. The computer program product as described in claim 14
2 further comprising:
3 means for identifying one or more employees with a high
4 contribution level and a high attrition risk;
5 means for displaying the identified employees to the user;
6 means for determining whether to provide incentives to one
7 or more of the identified employees; and
8 means for revising incentive planning data corresponding to
9 one or more identified employees in response to the
10 determination.